

Este documento es muy importante. Si ud. No habla inglés,
busque un traductor o llame al (770) 493-6644.

U.S. Department of Labor Occupational Safety and Health Administration
2183 Northlake Parkway Building 7, Suite 110
Tucker, GA 30084
Phone: (770) 493-6644 Fax: (770) 493-7725



July 27, 2015

Dear Jim Dion,

On 03/12/2015, an OSHA compliance officer met with you or your representative as part of an inspection at 6455 Best Friend Rd NW Norcross, GA 30071. This letter includes the citations for the violations that were found (see summary below). Please choose one of the three options from the box to the right and complete the associated steps found on the following page **within 15 working days**. Please call us if you have any questions about the enclosed citation and/or penalties; we are here to help you choose the best option to resolve your citation as quickly as possible.

Sincerely,

William C. Fulcher, Area Director

Your Citation Summary

Cox Enterprises, Inc.

Inspection Number: 1046411

Total Amount Due: \$65550.00

**Payment Due Date: 15 working days
after receipt of
this letter**

You must correct each violation by the date listed in the Citation and Notification of Penalty. Please see the violations and the correction deadline for each violation starting on page 6.

Total Number of Violations : 6

**Your First Correction Deadline is:
08/06/2015**

Step 1 – Choose a Response Option and Act within 15 working days

Respond now before you lose the ability to discuss potential adjustments to penalty amounts and/or due dates. Please choose one option below and complete the steps on the next page.

Option #1 – Discuss with OSHA

I would like to discuss the citation with an OSHA representative. This may lead to changes in the penalty amount, due date or correction deadlines (if appropriate).

Option #2 – Correct and Pay

I agree with the citation, penalties, and correction deadlines, and do not contest.

Option #3 – Contest the Citation

I do not agree with the citation, penalties, and/or correction deadlines, and would like to contest.

Questions or Concerns?

If you have any questions or concerns regarding the citation, penalties, and/or correction deadlines, please call us at (770) 493-6644.

Step 2 – Complete One Option Checklist

Please post a copy of the citation at or near the place where each violation occurred, even if you plan to contest. You can use the checklist to the right to help plan your next steps. Please do not send in your checklist.

Option #1 – Discuss with OSHA

I will complete by:



1. Call: William C. Fulcher, Area Director, at (770) 493-6644 as soon as possible to schedule a meeting with an OSHA representative that must occur **within 15 working days** of receiving this citation. Bring supporting documentation of existing conditions and corrections done thus far. If necessary, you can still contest the citation after this meeting. ****This meeting does NOT extend your 15 working day deadline to contest the citation.****

☐ ____ / ____



2. Fill in and post the attached "Notice to Employees OSHA Informal Conference" after scheduling meeting.

☐ ____ / ____

Option #2 – Correct Violations and Pay Penalty

I will complete by:



1. Correct violations, then complete and mail the attached "Certification of Corrective Action Worksheet" along with the appropriate evidence of repair (e.g. photos, purchase orders, etc.) to the OSHA office listed on the first page, **postmarked within 10 calendar days** after each violation's correction deadline and include any required evidence. If these documents are transmitted by means other than mailing, the date the Agency received the documents is the date of submission.

☐ ____ / ____



2. Pay the **Total Penalty** by using one of the following methods:
****Include your Inspection Number (see first page) on the payment.****

☐ ____ / ____

Pay Online: Search "OSHA" on www.pay.gov and complete the "OSHA Penalty Payment Form." Pay by debit, credit or Automated Clearing House (ACH) **within 15 working days**. Penalties over \$25,000 must be paid by ACH and require a Transaction ID (Call 202-693-2170 to obtain one).

Pay by Check: Mail check or money order payable to "DOL-OSHA" for the Total Penalty to the OSHA office listed on the first page **within 15 working days**.

Option #3 – Contest the Citation

I will complete by:



Mail a letter of intent to legally contest to the OSHA office listed on the first page, postmarked within **15 working days**.

☐ ____ / ____

U.S. Department of Labor
Occupational Safety and Health Administration
2183 Northlake Parkway
Building 7, Suite 110
Tucker, GA 30084
Phone: 770-493-6644 Fax: 770-493-7725



Citation and Notification of Penalty

To:

Cox Enterprises, Inc., dba The Atlanta Journal
Constitution
6455 Best Friend Rd NW
Norcross, GA 30071

Inspection Number: 1046411

Inspection Date(s): 03/12/2015 - 03/12/2015

Issuance Date: 07/27/2015

Inspection Site:

6455 Best Friend Rd NW
Norcross, GA 30071

The violation(s) described in this Citation and Notification of Penalty is (are) alleged to have occurred on or about the day(s) the inspection was made unless otherwise indicated within the description given below.

This Citation and Notification of Penalty (this Citation) describes violations of the Occupational Safety and Health Act of 1970. The penalty(ies) listed herein is (are) based on these violations. You must abate the violations referred to in this Citation by the dates listed and pay the penalties proposed, unless within 15 working days (excluding weekends and Federal holidays) from your receipt of this Citation and Notification of Penalty **you either call to schedule an informal conference (see paragraph below) or** you mail a notice of contest to the U.S. Department of Labor Area Office at the address shown above. Please refer to the enclosed booklet (OSHA 3000) which outlines your rights and responsibilities and which should be read in conjunction with this form. Issuance of this Citation does not constitute a finding that a violation of the Act has occurred unless there is a failure to contest as provided for in the Act or, if contested, unless this Citation is affirmed by the Review Commission or a court.

Posting - The law requires that a copy of this Citation and Notification of Penalty be posted immediately in a prominent place at or near the location of the violation(s) cited herein, or, if it is not practicable because of the nature of the employer's operations, where it will be readily observable by all affected employees. This Citation must remain posted until the violation(s) cited herein has (have) been abated, or for 3 working days (excluding weekends and Federal holidays), whichever is longer.

Informal Conference - An informal conference is not required. However, if you wish to have such a conference you may request one with the Area Director during the 15 working day contest period. During such an informal conference you may present any evidence or views which you believe would support an adjustment to the citation(s) and/or penalty(ies).

If you are considering a request for an informal conference to discuss any issues related to this Citation and Notification of Penalty, you must take care to schedule it early enough to allow time to contest after the informal conference, should you decide to do so. Please keep in mind that a written letter of intent to contest must be submitted to the Area Director within 15 working days of your receipt of this Citation. The running of this contest period is not interrupted by an informal conference.

If you decide to request an informal conference, please complete, remove and post the Notice to Employees next to this Citation and Notification of Penalty as soon as the time, date, and place of the informal conference have been determined. Be sure to bring to the conference any and all supporting documentation of existing conditions as well as any abatement steps taken thus far. If conditions warrant, we can enter into an informal settlement agreement which amicably resolves this matter without litigation or contest.

Right to Contest – You have the right to contest this Citation and Notification of Penalty. You may contest all citation items or only individual items. You may also contest proposed penalties and/or abatement dates without contesting the underlying violations. Unless you inform the Area Director in writing that you intend to contest the citation(s) and/or proposed penalty(ies) within 15 working days after receipt, the citation(s) and the proposed penalty(ies) will become a final order of the Occupational Safety and Health Review Commission and may not be reviewed by any court or agency.

Penalty Payment – Penalties are due within 15 working days of receipt of this notification unless contested. (See the enclosed booklet and the additional information provided related to the Debt Collection Act of 1982.) Make your check or money order payable to "DOL-OSHA". Please indicate the Inspection Number on the remittance. You can also make your payment electronically on www.pay.gov. On the left side of the pay.gov homepage, you will see an option to Search Public Forms. Type "OSHA" and click Go. From the results, click on **OSHA Penalty Payment Form**. The direct link is:

<https://www.pay.gov/paygov/forms/formInstance.html?agencyFormId=53090334>.

You will be required to enter your inspection number when making the payment. Payments can be made by credit card or Automated Clearing House (ACH) using your banking information. Payments of \$25,000 or more require a Transaction ID, and also must be paid using ACH. If you require a Transaction ID, please contact the OSHA Debt Collection Team at (202) 693-2170.

OSHA does not agree to any restrictions or conditions or endorsements put on any check, money order, or electronic payment for less than the full amount due, and will process the payments as if these restrictions or conditions do not exist.

Notification of Corrective Action – For each violation which you do not contest, you must provide *abatement certification* to the Area Director of the OSHA office issuing the citation and identified above. This abatement certification is to be provided by letter within 10 calendar days after each abatement date. Abatement certification includes the date and method of abatement. If the citation indicates that the violation was corrected during the inspection, no abatement certification is required for that item. The abatement certification letter must be posted at the location where the violation appeared and the corrective action took place or employees must otherwise be effectively informed about abatement activities. A sample abatement certification letter is enclosed with this Citation. In addition, where the citation indicates that *abatement documentation* is necessary, evidence of the purchase or repair of equipment, photographs or video, receipts, training records, etc., verifying that abatement has occurred is required to be provided to the Area Director.

Employer Discrimination Unlawful – The law prohibits discrimination by an employer against an

employee for filing a complaint or for exercising any rights under this Act. An employee who believes that he/she has been discriminated against may file a complaint no later than 30 days after the discrimination occurred with the U.S. Department of Labor Area Office at the address shown above.

Employer Rights and Responsibilities – The enclosed booklet (OSHA 3000) outlines additional employer rights and responsibilities and should be read in conjunction with this notification.

Notice to Employees – The law gives an employee or his/her representative the opportunity to object to any abatement date set for a violation if he/she believes the date to be unreasonable. The contest must be mailed to the U.S. Department of Labor Area Office at the address shown above and postmarked within 15 working days (excluding weekends and Federal holidays) of the receipt by the employer of this Citation and Notification of Penalty.

Inspection Activity Data – You should be aware that OSHA publishes information on its inspection and citation activity on the Internet under the provisions of the Electronic Freedom of Information Act. The information related to these alleged violations will be posted when our system indicates that you have received this citation. You are encouraged to review the information concerning your establishment at www.osha.gov. If you have any dispute with the accuracy of the information displayed, please contact this office.



NOTICE TO EMPLOYEES OF INFORMAL CONFERENCE

An informal conference has been scheduled with OSHA to discuss the citation(s) issued on 07/27/2015. The conference will be held by telephone or at the OSHA office located at 2183 Northlake Parkway, Building 7, Suite 110, Tucker, GA 30084 on _____ at _____.

Employees and/or representatives of employees have a right to attend an informal conference.

CERTIFICATION OF CORRECTIVE ACTION WORKSHEET

Company Name: Cox Enterprises, Inc., dba The Atlanta Journal Constitution
Inspection Site: 6455 Best Friend Rd NW, Norcross, GA 30071
Issuance Date: 07/27/2015

Inspection Number: 1046411

List the specific method of correction for each item on this citation in this package that does not read "Corrected During Inspection" and return to: **U.S. Department of Labor – Occupational Safety and Health Administration, 2183 Northlake Parkway, Building 7, Suite 110, Tucker, GA 30084**

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

Citation Number _____ and Item Number _____ was corrected on _____
By (Method of Abatement): _____

I certify that the information contained in this document is accurate and that the affected employees and their representatives have been informed of the abatement.

Signature

Date

Typed or Printed Name

Title

NOTE: 29 USC 666(g) whoever knowingly makes any false statements, representation or certification in any application, record, plan or other documents filed or required to be maintained pursuant to the Act shall, upon conviction, be punished by a fine of not more than \$10,000 or by imprisonment of not more than 6 months or both.

POSTING: A copy of completed Corrective Action Worksheet should be posted for employee review



Citation and Notification of Penalty

Company Name: Cox Enterprises, Inc., dba The Atlanta Journal Constitution
Inspection Site: 6455 Best Friend Rd NW, Norcross, GA 30071

The alleged violations below have been grouped because they involve similar or related hazards that may increase the potential for injury or illness.

Citation 1 Item 1 a Type of Violation: **Serious**

29 CFR 1910.147(c)(4)(i): Procedures were not utilized for the control of potentially hazardous energy when employees were engaged in activities covered by this section:

On or about 13 March, 2015 at 6455 Best Friend Road, Norcross, GA; employees were exposed to struck-by, caught-in, and amputation hazards where specific procedures including but not limited to the Harris inserter lines # 1, 2, & 3 were not utilized during cleaning, maintenance, and servicing tasks.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence of abatement, or other written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

08/06/2015
\$7000.00

U.S. Department of Labor
Occupational Safety and Health Administration

Inspection Number: 1046411
Inspection Date(s): 03/12/2015 - 03/12/2015
Issuance Date: 07/27/2015



Citation and Notification of Penalty

Company Name: Cox Enterprises, Inc., dba The Atlanta Journal Constitution
Inspection Site: 6455 Best Friend Rd NW, Norcross, GA 30071

Citation 1 Item 1 b Type of Violation: **Serious**

29 CFR 1910.147(c)(4)(ii)(C): The energy control procedure did not clearly and specifically outline the steps for removal and transfer of lockout devices or tag out devices and the responsibility for them.

On or about 13 March, 2015 at 6455 Best Friend Road, Norcross, GA; employees were exposed to struck-by, caught-in, and amputation hazards where specific procedures including but not limited to the Harris inserter lines # 1, 2, & 3 did not contain steps for the removal and transfer of locks and restart of equipment.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence of abatement, or other written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:

08/29/2015

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.



Citation and Notification of Penalty

Company Name: Cox Enterprises, Inc., dba The Atlanta Journal Constitution
Inspection Site: 6455 Best Friend Rd NW, Norcross, GA 30071

Citation 1 Item 1 c Type of Violation: **Serious**

29 CFR 1910.147(c)(6)(i): The employer did not conduct a periodic inspection of the energy control procedure at least annually to ensure that the procedure and the requirement of this standard were being followed:

On or about 13 March, 2015 at 6455 Best Friend Road, Norcross, GA; employees were exposed to ~~serious by caught-in and amputation hazards while performing~~ cleaning, maintenance, and servicing of equipment including but not limited to the Harris inserter lines # 1, 2, & 3 were not verified annually for effectiveness. The last annual audit was conducted on 6/11/2014 and did not include all equipment.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence of abatement, or other written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:

08/29/2015

U.S. Department of Labor
Occupational Safety and Health Administration

Inspection Number: 1046411
Inspection Date(s): 03/12/2015 - 03/12/2015
Issuance Date: 07/27/2015



Citation and Notification of Penalty

Company Name: Cox Enterprises, Inc., dba The Atlanta Journal Constitution
Inspection Site: 6455 Best Friend Rd NW, Norcross, GA 30071

Citation 1 Item 2 Type of Violation: **Serious**

29 CFR 1910.147(f)(3)(ii)(D): Each authorized employee did not affix a personal lockout or tag out device to the group lockout device before working on the machine or equipment:

On or about 16 March, 2015 at the cooling towers; employees were exposed to struck-by, caught-in, and amputation hazards where one lock was used for two employees to control the hazardous energy while performing maintenance on equipment including but not limited to the cooling towers.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence of abatement, or other written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

08/06/2015
\$7000.00

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

U.S. Department of Labor
Occupational Safety and Health Administration

Inspection Number: 1046411
Inspection Date(s): 03/12/2015 - 03/12/2015
Issuance Date: 07/27/2015



Citation and Notification of Penalty

Company Name: Cox Enterprises, Inc., dba The Atlanta Journal Constitution
Inspection Site: 6455 Best Friend Rd NW, Norcross, GA 30071

Citation 1 Item 3 Type of Violation: **Serious**

29 CFR 1910.305(b)(1)(ii): Unused openings in boxes, cabinets, or fittings were not effectively closed:

On or about 13 March, 2015 in the packaging department; employees were exposed to electrical hazards where panels and boxes unused openings were not effectively closed:

- a. 480 v panel marked lines 14 -> 15
- b. 480 v panel marked lines 19 -> 15
- c. 480 v panel marked HA3E-480 v
- d. 480 v electrical box marked HB3E CKT 34, Five unused openings
- e. 460 v cabinet marked #AS011

No abatement certification or documentation is required for this item.

Date By Which Violation Must be Abated:
Proposed Penalty:

Corrected During Inspection
\$7000.00

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

U.S. Department of Labor
Occupational Safety and Health Administration

Inspection Number: 1046411
Inspection Date(s): 03/12/2015 - 03/12/2015
Issuance Date: 07/27/2015



Citation and Notification of Penalty

Company Name: Cox Enterprises, Inc., dba The Atlanta Journal Constitution
Inspection Site: 6455 Best Friend Rd NW, Norcross, GA 30071

Citation 1 Item 4 Type of Violation: **Serious**

29 CFR 1910.305(d)(2): Panel board dead fronts were not effectively closed.

On or about 13 March, 2015 in the packaging department; employees were exposed to electrical hazards where panels were loose and not effectively closed exposing the live electrical components inside. Locations included:

- a. 240 v panel marked LA2A-208 v
- b. 480 v panel marked lines 19 -> 15

No abatement certification or documentation is required for this item.

Date By Which Violation Must be Abated:
Proposed Penalty:

Corrected During Inspection
\$7000.00

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

U.S. Department of Labor
Occupational Safety and Health Administration

Inspection Number: 1046411
Inspection Date(s): 03/12/2015 - 03/12/2015
Issuance Date: 07/27/2015



Citation and Notification of Penalty

Company Name: Cox Enterprises, Inc., dba The Atlanta Journal Constitution
Inspection Site: 6455 Best Friend Rd NW, Norcross, GA 30071

Citation 1 Item 5 Type of Violation: **Serious**

29 CFR 1910.305(j)(2)(iv): A receptacle installed in a wet or damp location was not suitable for the location:

On or about 13 March, 2015 in the packaging department; employees were exposed to 120 V electrical hazards where water coolers were not protected with ground fault circuit interrupter (GFCI) outlets:

- a. LA2B-1 water cooler,
- b. LA2B-2 water cooler, &
- c. Reach water cooler

No abatement certification or documentation is required for this item.

Date By Which Violation Must be Abated:
Proposed Penalty:

Quick Fix Applied
\$2550.00

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.



Citation and Notification of Penalty

Company Name: Cox Enterprises, Inc., dba The Atlanta Journal Constitution
Inspection Site: 6455 Best Friend Rd NW, Norcross, GA 30071

Citation 2 Item 1 Type of Violation: **Repeat**

29 CFR 1910.212(a)(1): Machine guarding was not provided to protect operator(s) and other employees from hazard(s) created by:

- a. On or about 13 March, 2015 at the #3 insert line; an employee was observed exposed to struck-by, caught-in, and amputation hazards where the slide guard was opened to approximately 24 inches and did not remain closed during operations.
- b. On or about 13 March, 2015 at the #3 insert line; employees were exposed to struck-by, caught-in, and amputation hazards where the slide guard over the pocket on the side of the machine remained open during operations.
- c. On or about 17 March, 2015 at the #1 insert line; an employee was observed exposed to struck-by, caught-in, and amputation hazards where the slide guard was opened to approximately 6 inches and did not remain closed during operations.
- d. On or about 17 March, 2015 at the #3 insert line; an employee was observed exposed to struck-by, caught-in, and amputation hazards where the slide guard was opened to approximately 6 inches and did not remain closed during operations.
- e. On or about 17 March, 2015 at the #3 insert line; an employee was observed exposed to struck-by, caught-in, and amputation hazards where the slide guard was opened to approximately 24 inches and did not remain closed during operations.

Cox Enterprises, Inc. dba The Atlanta-Journal Constitution was previously cited for a violation of this occupational safety and health standard or its equivalent standard 1910.212(a)(1), which was contained in OSHA inspection number 315737544, citation number 1, item number 1 and was affirmed as a final order on 8/31/2011, with respect to a workplace located at 6455 Best Friend Road, Norcross, GA, 30071.

In accordance with 29 CFR 1903.19(d), abatement certification is required for this violation (using the CERTIFICATION OF CORRECTIVE ACTION WORKSHEET), and in addition, documentation

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

U.S. Department of Labor
Occupational Safety and Health Administration

Inspection Number: 1046411
Inspection Date(s): 03/12/2015 - 03/12/2015
Issuance Date: 07/27/2015



Citation and Notification of Penalty

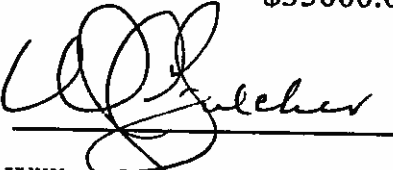
Company Name: Cox Enterprises, Inc., dba The Atlanta Journal Constitution
Inspection Site: 6455 Best Friend Rd NW, Norcross, GA 30071

demonstrating that abatement is complete must be included with your certification. This documentation may include, but is not limited to, evidence of the purchase or repair of the equipment, photographic or video evidence of abatement, or other written records.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty:

08/06/2015
\$35000.00



William C. Fulcher
Area Director

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.